

## **AMENDMENTS TO THE CLAIMS**

Please amend claims 1, 12, 22, 32 and 43, as shown below. This listing of claims replaces all prior versions and listings of claims in the application:

### **Listing of Claims:**

1. (Currently Amended) A method comprising:
  - obtaining human performance related data from at least one remotely located application service provider;
  - organizing the data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category;
  - adding a user-modifiable individual, group or enterprise metric to the plurality of metrics;
  - displaying a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics;
  - displaying a metric section operable to view the user-modifiable individual, group and enterprise metrics;
  - displaying an intentions section operable to register a personalized business goal to be completed by a predetermined date and influenced by at least one of the plurality of metrics, and business goal data associated with the personalized business goal;
  - preparing an interpretation of the data organized into the plurality of metrics based on the registered business goal data and the obtained human performance related data, the interpretation including an automatically determined recommended action that helps to complete the personalized business goal or an automatically calculated estimated cost savings to be realized when the personalized business goal is completed;

displaying an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings; and

generating a survey based upon the recommended action.

2. (Original) The method of claim 1 wherein obtaining human performance related data comprises obtaining the data from at least one locally stored application.

3. (Cancelled)

4. (Original) The method of claim 1 wherein organizing the data into at least one metric comprises maintaining a historical record of data organized into at least one metric.

5. (Cancelled)

6. (Original) The method of claim 1 wherein preparing the interpretation comprises identifying if a predetermined set point value for the data organized into at least one metric has been exceeded.

7. (Original) The method of claim 1 wherein preparing the interpretation comprises comparing a value of the data with a value of a predetermined goal.

8. to 11. (Cancelled)

12. (Currently Amended) A system comprising:  
at least one remotely located application service provider; and  
a local processor device;  
wherein the processor device is configured to:

obtain human performance related data from the at least one remotely located application service provider,

organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics,

display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal to be completed by a predetermined date and influenced by at least one of the plurality of metrics, and business goal data associated with the personalized business goal.

prepare an interpretation of the human performance related data organized into the plurality of metrics based on the registered business goal data and the obtained human performance related data, the interpretation including an automatically determined recommended action that helps to complete the personalized business goal or an automatically calculated estimated cost savings to be realized when the personalized business goal is completed,

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and

generate a survey based upon the recommended action.

13. (Original) The system of claim 12 further comprising at least one locally stored application, wherein the processor device is configured to obtain human performance related data from the at least one locally stored application.

14. (Cancelled)

15. (Cancelled)

16. (Original) The system of claim 12 wherein the processor device is further configured to identify if a predetermined set point value for the data organized into the at least one metric has been exceeded.

17. (Original) The system of claim 12 wherein the processor device is further configured to maintain an historical record of the data.

18. (Original) The system of claim 12 wherein the processor device is further configured to compare a value of the data with a value of a predetermined goal.

19. to 21. (Cancelled)

22. (Currently Amended) An apparatus comprising:

a processor; and

a memory unit;

wherein the processor is configured to:

obtain human performance related data from at least one remotely located application service provider,

organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and

enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics,

display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal to be completed by a predetermined date and influenced by at least one of the plurality of metrics, and business goal data associated with the personalized business goal.

prepare an interpretation of the human performance related data organized into the plurality of metrics based on the registered business goal data and the obtained human performance related data, the interpretation including an automatically determined recommended action that helps to complete the personalized business goal or an automatically calculated estimated cost savings to be realized when the personalized business goal is completed,

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and

generate a survey based upon the recommended action.

23. (Original) The apparatus of claim 22 wherein the processor is further configured to obtain the human performance related data from at least one locally stored application.

24. to 25. (Cancelled)

26. (Original) The apparatus of claim 22 wherein the processor is further configured to identify if a predetermined set point value for the data organized into the at least one metric has been exceeded.

27. (Original) The apparatus of claim 22 wherein the processor is further configured to maintain an historical record of the data organized into the at least one metric.

28. (Original) The apparatus of claim 22 wherein the processor is further configured to compare a value of the data with a value of a predetermined goal.

29. to 31. (Cancelled)

32. (Currently Amended) An article comprising a computer-readable medium that stores computer executable instructions for causing a computer system to:

obtain human performance related data from at least one remotely located application service provider,

organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics, display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal to be completed by a predetermined date and influenced by at least one of the plurality of metrics, and business goal data associated with the personalized business goal.

prepare an interpretation of the human performance related data organized into the plurality of metrics based on the registered business goal data and the obtained human performance related data, the interpretation including an automatically determined recommended action that helps to complete the personalized business goal or an automatically calculated estimated cost savings to be realized when the personalized business goal is completed,

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and generate a survey based upon the recommended action.

33. (Original) The article of claim 32 further comprising instructions for causing the computer system to obtain human performance related data from at least one locally stored application.

34. (Cancelled)

35. (Cancelled)

36. (Original) The article of claim 32 further comprising instructions for causing the computer system to identify if a predetermined set point value for the human performance related data organized into the at least one metric has been exceeded.

37. (Original) The article of claim 32 further comprising instructions for causing the computer system to maintain a historical record of the human performance related data organized into the at least one metric.

38. (Original) The article of claim 32 further comprising instructions for causing the computer system to compare a value of the data with a value of a predetermined goal.

39. to 41. (Cancelled)

42. (Previously Presented) The method of claim 1, wherein the at least one of the plurality of metrics corresponds to a number of new customers, an employee turnover rate, a customer satisfaction rating, a non-deployed percentage, a development rate, a leading edge technology sales, a use of online development, a percent increase in global sales, and/or a proposed project revenue.

43. (Currently Amended) A method comprising:

- adding a user-modifiable individual, group or enterprise metric to a plurality of metrics each comprising an indicator of individual, group or enterprise performance;

- entering a business goal to be completed by a predetermined date and influenced by at least one of the plurality of metrics, and business goal data associated with the business goal;

- obtaining human-performance related data from at least one remotely-located application service provider;

- updating the plurality of metrics based on the human-performance related data;

- updating a progress status of the entered business goal based on at least one of the updated plurality of metrics;

- automatically determining a recommended action that helps to complete the entered business goal based on the human-performance related data and the entered business goal data;

- automatically calculating, based on the entered business goal data and at least one of the updated plurality of metrics, a projected cost saving to be realized when the entered business goal is completed; and

- displaying an analysis section for the specified business goal, the analysis section operable to graphically display the progress status of the entered business goal, the recommended action, the projected cost saving, and the performance of at least one of the updated plurality of metrics in comparison to the entered business goal and/or an industry benchmark.